



Toward a Better Future

2024 DATA SUMMARY

Graphic Packaging 2024 ESG Data Summary

	Baseline	FY2021	FY2022	FY2023	FY2024	Sustainability Goal Status
Business Overview						
Economic Value Generated						
Net Sales (USD in millions)		7,156	9,440	9,428	8,807	
Adjusted Earnings Before Interest, Taxes, Depreciation, and Amortization (EBITDA; USD in millions) ^a		1,056	1,600	1,876	1,682	
Adjusted Earnings per Share (USD in millions) ^a		1.34	2.33	2.91	2.49	
Economic Value Distributed						
Operating Costs (USD in millions) ^b		6,739	8,421	8,195	7,623	
R&D (USD in millions)		10	14	16	17	
Payments to Providers of Capital (USD in millions) ^c		223	838	311	670	
Payments to Governments (USD in millions) ^d		58	88	201	329	
Capital Expenditures (USD in millions)		802	549	804	1,203	
Economic Value Retained						
Change in Retained Earnings (USD in millions) ^e		114	403	560	381	

a. Adjusted EBITDA and Adjusted Earnings per Share represent non-GAAP measures. We report diluted earnings per share.

b. Defined as cost of goods sold, selling, general, and administrative expense, and restructuring, asset-related, and other charges, as disclosed in the Company's Annual Reports on Form 10-K for the reporting year. Excludes R&D, capex, payments to investors, payments to governments.

c. Defined as payments to providers of capital as dividends to all shareholders, plus interest payments made to providers of loans (net of amounts capitalized), and purchases of treasury stock as disclosed in the Company's Annual Report on Form 10-K for the year.

d. Defined as all of the organization's taxes plus related penalties paid at the international, national, and local levels. Organization taxes can include corporate, income, and property - net of refunds. Excludes deferred taxes.

e. Economic Value Retained reflects the change in retained earnings, as disclosed in the Company's Annual Reports on Form 10-K for the reporting year. Economic Value Retained does not represent Economic Value Generated less Economic Value Distributed, as not all financial impacts are reflected within the metrics included above. Refer to the Company's Annual Reports on Form 10-K for further information.

Graphic Packaging 2024 ESG Data Summary (continued)

	Baseline	FY2021	FY2022	FY2023	FY2024	Sustainability Goal Status
Product Innovation						
Annual Revenue from New Product Innovations (USD in millions)	-	160	180	200	205	-
Percent of Sold Packaging Characterized as Recyclable ^{ab}	-	-	-	-	97%	-

a. Includes products categorized as widely recyclable, regionally recyclable, and conditionally recyclable.
b. New reporting metric starting in 2024

	Baseline	FY2021	FY2022	FY2023	FY2024	Sustainability Goal Status
Governance						
Percentage Completion Code of Conduct Training ^a	-	97%	99%	91%	95%	-
Percentage Completion Anti-Harassment Training ^a	-	97%	99%	91%	95%	-
Percent Completion Human Trafficking Training ^a	-	90%	96%	89%	96%	-
Percent Global Employees Completing Supply Chain Due Diligence Training ^b	-	-	-	-	94%	-
Percentage Packaging Plants Completed Social Responsibility Audit	-	71%	87%	87%	89%	-
Say on Pay Voting Percentage	-	96%	92%	91%	96%	-
CEO Total Compensation Ratio	-	136:1	251:1	250:1	177:1	-
Political Contributions, Lobbying, and Trade Association Fees (USD in millions)	-	2.7	3.5	3.7	4.1	-

a. Data do not include salaried employees from AR Packaging acquisition for 2021 and 2022. They are included starting in 2023.
b. New reporting metric starting in 2024.

Graphic Packaging 2024 ESG Data Summary (continued)

	Baseline ^a	FY2021	FY2022	FY2023	FY2024	Sustainability Goal Status
Social						
Employees						
Total Number Employees at Year End	-	24,182	24,263	23,789	23,493	-
Women in Total Global Workforce ^b	-	23%	23%	22%	22%	-
Women in Vice President Level and Above Plus Critical Roles	-	22%	27%	26%	26%	-
Women in Executive Team	-	20%	33%	33%	33%	-
Women on the Board of Directors	-	30%	30%	33%	30%	-
Ethnic Diversity in Total U.S. Workforce	-	29%	30%	34%	36%	-
Ethnic Diversity in Global Leadership Team	-	11%	19%	16%	18%	-
Ethnic Diversity in Executive Team	-	40%	33%	33%	25%	-
Ethnic Diversity on the Board of Directors	-	0%	10%	11%	10%	-
Employee Hiring Rate ^b	-	27%	32%	26%	30%	-
Employee Voluntary Attrition ^b	-	19%	21%	17%	13%	-
Employee Involuntary Attrition ^b	-	6%	9%	9%	7%	-
Employees Covered by Collective Bargaining Agreements	-	52%	62%	57%	59%	-
Employee Engagement Percentile ^c	24th Goal: 75th percentile by 2030	-	-	24th	28th	Progressing
Employee Engagement Survey Participation ^c	-	70%	-	78%	87%	-
Training Hours per Salaried Employee	-	6	12	10	16	-
Revenue per Employee (USD)	-	296,000	390,000	390,000	364,000	-
Adjusted EBIDTA ^d per Employee (USD)	-	44,000	66,000	78,000	70,000	-



Graphic Packaging 2024 ESG Data Summary (continued)

	Baseline ^a	FY2021	FY2022	FY2023	FY2024	Sustainability Goal Status
Stakeholder Engagement						
Charitable Giving (USD in millions)	N/A	1.0	3.0	2.6	2.2	Progressing
Charitable Giving as Percent Revenue	-	0.01%	0.03%	0.03%	0.02%	-
HSE						
TRIR ^e	-	1.18	1.02	0.98	0.88	-
LTIR ^e	-	0.41	0.31	0.31	0.35	-
DART	-	0.71	0.56	0.54	0.54	-
LIFE Injuries ^f	6 Goal: 0 by 2030	10	4	6	4	On track
LIFE Injury Rate ^{e, f}	-	0.05	0.01	0.02	0.02	-
Fatalities	-	0	1	0	0	-
Fatality Rate ^e	-	0.00	0.004	0.00	0.00	-
Total Number Significant Spills	-	0	0	0	0	-
Percent Locations Certified to ISO45001	-	7%	5%	5%	8%	-
Percent Locations Certified to ISO14001	-	20%	15%	18%	20%	-

a. Baseline year for Better by 2030 goals is 2023 for all goals except climate action goals.

b. 2021 Data are for Legacy US Graphic Packaging only. 2022-2024 Data include Americas and APAC regions, with EMEA and Indonesia excluded. 2024 gender data includes all global regions.

c. Survey not conducted in 2022. 2023 survey conducted by Gallup Q12® for baselining 2030 goal and future engagement measurements.

d. Adjusted EBITDA and Adjusted Earnings per Share represent non-GAAP measures.

e. Rate is defined as number of events per 100 workers per year. Includes Graphic Packaging employees and contractors working under our control.

f. LIFE injuries are defined as serious life threatening or life altering injuries.



Graphic Packaging 2024 ESG Data Summary (continued)

	Baseline ^a	FY2021	FY2022	FY2023	FY2024	Sustainability Goal Status
Environment						
Materials						
Purchased Wood (metric tons)	-	9,155,000	9,385,000	8,635,000	7,653,000	-
Percent Chain of Custody Certified	-	24%	22%	21%	25%	-
Purchased Recovered Fiber (metric tons)	-	1,226,000	1,260,000	1,214,000	1,223,000	-
Percent Post-Consumer Content ^b	-	>35%	48%	51%	53%	-
Wood-Based Paperboard Products (metric tons)	-	-	2,648,000	2,213,000	2,142,000	-
Recycled Paperboard Products (metric tons)	-	-	1,210,000	1,194,000	1,162,000	-
Total Paperboard Manufacturing Facility Byproducts (metric tons)	-	59,000	69,000	65,000	65,500	-
Percentage Recycled Paperboard Products	-	26%	31%	34%	34%	-
CDP Forests Rating	-	B	B	Not scored	B	-
Energy Use ^c						
Total Purchased Electricity (MWh)	-	1,721,700	1,951,400	1,863,700	1,735,800	-
Percent Renewable Purchased Electricity	2% Goal: 50% by 2032	2%	2%	2%	3%	Progressing
Total Self-Generated Electricity (MWh)	-	1,912,500	1,858,100	1,731,800	1,476,400	-
Self-Generated Electricity — Percentage Renewable Sources	-	71%	69%	68%	68%	-
Self-generated Electricity Sold — Nonrenewable (MWh)	-	-7,600	-14,400	-3,700	-6,550	-



Graphic Packaging 2024 ESG Data Summary (continued)

	Baseline ^a	FY2021	FY2022	FY2023	FY2024	Sustainability Goal Status
Energy Use ^c (continued)						
Renewable Electricity as Percent Total Consumed Electricity	-	38%	35%	34%	33%	-
Total Fuel Use (MWh)	-	25,698,900	26,356,200	24,668,200	20,412,300	-
Percent Renewable Fuel Use	-	69%	69%	68%	66%	-
Percent Wood Paperboard Manufacturing Renewable Fuel	74% Goal: 90% by 2032	75%	76%	74%	74%	No Progress
Total Energy Use (MWh)	-	27,431,300	28,317,800	26,540,100	22,158,500	-
Percent Renewable Energy (MWh)	-	65%	64%	63%	61%	-
Nonrenewable Energy Intensity (MWh/\$1,000 net revenue)	-	1.34	1.07	1.05	0.97	-
Paperboard Energy Use (MWh)	-	26,185,700	27,034,000	25,337,100	20,958,100	-
Paperboard Percent Renewable Energy	-	68%	67%	66%	65%	-
Paperboard Total Energy Intensity (MWh/metric ton saleable board)	-	7.51	7.31	7.19	6.57	-
Paperboard Nonrenewable Energy Intensity (MWh/metric ton saleable board)	-	2.40	2.39	2.47	2.33	-
Packaging Energy Use (MWh)	-	1,245,500	1,283,800	1,196,900	1,196,700	-
Packaging Percent Renewable Energy	-	3%	4%	2%	5%	-
Packaging Total Energy Intensity (MWh/metric ton converted board)	-	0.34	0.36	0.37	0.37	-
Percent Locations Certified to ISO50001	-	6%	5%	6%	7%	-

a. Baseline year for climate action goals is 2021. The baseline will be restated in the 2025 Impact Report to reflect changes in Company operations and inventory methodology.
b. Using EPA definition for post-consumer content.
c. Energy and GHG data are restated for 2022.



Graphic Packaging 2024 ESG Data Summary (continued)

	Baseline ^a	FY2021	FY2022	FY2023	FY2024	Sustainability Goal Status
Environment						
GHG ^b						
Direct Biogenic GHG Emissions (metric tons CO ₂ e)	-	5,739,800	5,935,800	5,355,500	4,357,300	-
Direct Scope 1 GHG Emissions (metric tons CO ₂ e)	-	1,604,100	1,658,300	1,635,700	1,351,100	-
Indirect Scope 2 GHG Emissions - Market Based (metric tons CO ₂ e)	-	714,500	847,400	810,700	742,700	-
Indirect Scope 2 GHG Emissions - Location Based (metric tons CO ₂ e)	-	680,100	806,300	782,300	691,100	-
Total Scope 1 and 2 GHG Emissions - Market Based (metric tons CO ₂ e)	2,318,600 Goal: 50.4% by 2032	2,318,600	2,505,700	2,446,400	2,093,800	No Progress ^c
Paperboard Scope 1 and 2 GHG Emissions – Market Based (metric tons CO ₂ e)	-	1,890,400	2,059,300	2,052,700	1,733,300	-
Packaging Scope 1 and 2 GHG Emissions – Market Based (metric tons CO ₂ e)	-	428,200	429,800	392,500	359,300	-
Total Scope 1 and 2 GHG Emissions Intensity (metric tons CO ₂ e/\$1,000 net sales) ^c	-	0.32	0.27	0.26	0.24	-
Total Scope 1 and 2 GHG Emissions Intensity (metric tons CO ₂ e/\$1,000 Adjusted EBIDTA) ^d	-	2.20	1.57	1.30	1.24	-
Paperboard Scope 1 and 2 GHG Emissions Intensity (metric tons CO ₂ e/metric ton saleable board)	-	0.54	0.53	0.54	0.53	-
Packaging Scope 1 and 2 GHG Emissions Intensity (metric tons CO ₂ e/metric ton converted board)	-	0.12	0.12	0.12	0.11	-
Indirect Scope 3 Total GHG Emissions (metric tons CO ₂ e)	-	6,650,000	6,950,000	7,490,000	6,910,000	-



Graphic Packaging 2024 ESG Data Summary (continued)

	Baseline ^a	FY2021	FY2022	FY2023	FY2024	Sustainability Goal Status
GHG ^b (continued)						
Indirect Scope 3 GHG Emissions – Categories Aligned to Science-Based Target (metric tons CO ₂ e) ^e	6,290,000 Goal: 30% by 2032	6,290,000	6,640,000	7,200,000	6,490,000	No Progress ^c
Percent Emissions Covered Under Regulatory Program	-	>99%	>99%	>99%	>99%	-
Percent Emissions Covered Under Regulatory Reporting Program	-	82%	83%	84%	84%	-
Percent Emissions Covered Under Regulatory Emissions-Limiting Program	-	2.0%	1.3%	1.3%	1.5%	-
CDP Climate Change Rating	-	A-	A-	Not scored	B	-
Air Emissions						
HCFC-22 Emissions (metric tons)	-	0.28	0.66	0.60	0.6	-
Total NOx Emissions (metric tons) ^f	-	5,100	5,500	4,900	3,300	-
Total SOx Emissions (metric tons) ^f	-	1,300	1,300	1,400	600	-
Total VOC Emissions (metric tons) ^f	-	4,600	4,100	4,100	3,400	-
Total PM10 Emissions (metric tons) ^f	-	1,600	1,600	1,300	1,000	-

a. Baseline year for climate action goals is 2021. The baseline will be restated in the 2025 Impact Report to reflect changes in Company operations and inventory methodology.

b. Energy and GHG data are restated for 2022.

c. Excluding the sale of the Augusta, GA facility, goal attainment is no progress. The baseline will be restated in the 2025 Impact Report to reflect changes in Company operations and inventory methodology.

d. Scope 1 onsite waste GHG emissions are excluded from the paperboard GHG intensity calculations.

e. Includes Scope 3 Category 1, 3, 4, 5, 10, and 12 GHG emissions.

f. Reported for paperboard manufacturing facilities only.

Graphic Packaging 2024 ESG Data Summary (continued)

	Baseline	FY2021	FY2022	FY2023	FY2024	Sustainability Goal Status
Environment						
Water Stewardship						
Total Water Withdrawals (ML)	-	138,000	151,800	150,500	110,700	-
Total Influent Water (ML)	-	150,000	182,800	179,100	145,900	-
Total Discharged Water (ML)	-	136,000	156,300	149,600	111,400	-
Total Water Consumption (ML)	-	28,100	43,300	43,500	47,600	-
Paperboard Water Withdrawal Intensity (ML/metric ton saleable board)	-	0.039	0.041	0.042	0.034	-
Paperboard Water Influent Intensity (ML/metric ton saleable board) ^a	-	0.043	0.043	0.045	0.037	-
Paperboard Water Discharge Intensity (ML/metric ton saleable board)	-	0.039	0.042	0.042	0.034	-
Number of Locations in Stressed Watersheds per Aqueduct Screen	-	19	18	29	29	-
Stressed Watershed Withdrawal/Total Withdrawals	-	0.22%	0.22%	0.25%	0.25%	-
Discharged (BOD; metric tons) ^b	-	3,770	3,320	3,000	2,510	-
Discharged Total Suspended Solids (metric tons) ^b	-	6,200	4,080	4,030	3,320	-
Discharged Adsorbable Halide (AOX; metric tons) ^b	-	130	160	150	40	-
Discharged Total Ammonia Nitrogen (metric tons) ^b	-	260	190	230	40	-
CDP Water Stewardship Rating	-	B	A-	Not scored	B-	-

a. Influent water in intensity calculation includes withdrawals, raw material water, and reclaimed water input sources. Storm water not used in the mill process is excluded.
b. Includes paperboard division permitted discharges to surface water bodies.

Graphic Packaging 2024 ESG Data Summary (continued)

	Baseline	FY2021	FY2022	FY2023	FY2024	Sustainability Goal Status
Environment						
Waste and Recycling						
Total Generated Waste (metric tons)	-	1,259,500	1,679,200	1,585,800	1,475,500	-
Total Nonhazardous Waste Disposed (metric tons)	-	642,000	524,200	490,200	462,000	-
Total Hazardous Waste Disposed (metric tons)	-	1,800	9,800	2,900	2,700	-
Disposal - Landfill (metric tons)	-	464,400	494,600	456,200	452,300	-
Disposal - Incineration with Energy Recovery (metric tons) ^a	-	27,200	27,200	32,200	8,400	-
Disposal - Other (metric tons)	-	152,200	12,200	4,700	4,000	-
Total Diverted Waste (metric tons)	-	615,700	1,145,200	1,092,700	1,010,800	-
Percent Generated Waste Diverted from Landfill	-	49%	68%	67%	69%	-
Total Recovered Paperboard (metric tons) ^b	-	573,400	974,500	913,500	918,800	-
Percent Recovered Paperboard Used Internally ^b	-	-	54%	53%	42%	-
Percent Paperboard Waste Recovered for Recycling	-	91%	98%	98%	99.8%	-
Other Recovered Materials (metric tons)	-	42,000	155,800	153,300	59,600	-
Percent Packaging Plants with Waste Diversion Program	-	89%	96%	100%	100%	-

a. Excludes biomass.
b. Recovered fiber-based secondary packaging is included with other recovered materials.



Graphic Packaging 2024 ESG Data Summary (continued)

	Baseline ^a	FY2021	FY2022	FY2023	FY2024	Sustainability Goal Status
Environment						
Supply Chain						
Percent Facilities Compliant with Fiber Certification Standard ^b	-	93%	96%	94%	96%	-
Percent Forest Products Sustainably Sourced ^b	89% (2021) Goal: 100% by 2030	-	-	89%	89%	No Progress
Percent Audits Completed for Targeted Wood Suppliers	-	112%	136%	162%	143%	-
Percent New Suppliers of Wood Screened for Risk	-	100%	100%	100%	100%	-
Spend with GPI Defined Diverse Supplier Group (USD in millions) ^c	-	182	210	253	207	-
Spend with All Diverse and Small Business Supplier Groups (USD in millions) ^d	-	260	291	334	288	-
Percent of NA Addressable Spend	-	7.8%	7.5%	9.4%	8.6%	-
Total Number Small and Diverse Suppliers ^d	-	661	593	542	519	-
EcoVadis Rating	-	Gold	Gold	Committed	Committed	-

a. Baseline year for Better by 2030 goals is 2023 for all goals except climate action goals.
b. New reporting metric starting in 2023.
c. Defined by GPI as woman, minority, or disabled/disabled-veteran owned supplier. Includes both certified and self-declared diverse suppliers.
d. Graphic Packaging defined diverse supplier group plus spend with small businesses, veteran, and other diverse supplier groups. Includes both certified and self-declared diverse suppliers.

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